



Maharaja Surajmal Institute  
Affiliated to GGSIP University & NAAC 'A' grade accredited.  
Rated as Category 'A+' by SFRC & 'A' by JAC Govt. of NCT of Delhi  
Recognised U/s 2(f) of UGC Act

### Faculty Profile

- 1. Name of Faculty:** Dr. Tanvi Rana
- 2. Date of Joining:** 1<sup>st</sup> August 2023
- 3. Present Position:** Assistant Professor
- 4. Department:** MBA
- 5. Email ID:** dr. [tanvvi.rana@gmail.com](mailto:tanvvi.rana@gmail.com)/ tanvirana@msijanakupuri.com
- 6. Profile:**

#### Your profile (glorify your work)

Dr. Tanvi Rana is currently working as an Assistant Professor (Management) at Maharaja Surajmal Institute, Janakpuri (Affiliated to GGSIPU, New Delhi). She did B. Com (H) from University of Delhi and MBA from Guru Gobind Singh Indraprastha University, Delhi. She has worked as a Management Faculty in ITM Business School, Kharghar, Navi Mumbai; Amity University, Noida and Guru Gobind Singh Indraprastha University, Delhi. With more than 9 years of teaching experience and UGC NET 2011 qualification, she holds a doctorate degree in International HRM from Guru Jambheshwar University of Science & Technology, Hisar. She has published research papers and case studies in peer reviewed international and national journals and presented papers in various institutes including IIM Indore and IIM Rohtak. Her research paper has won Best Paper Award in the International Conference organized by University School of Business, Chandigarh University. Recently she has published an article in PeopleMatters magazine. She has also worked in the fields like-Digitization of HR, AI and HR. She constantly engaged in mentoring students. She had been a mentor to students in NGO projects related to child education and welfare. She is a Lifetime Member of Indian Society for Technology & Development (ISTD), Navi Mumbai Chapter. She firmly believes in acts of humility and empathy.

#### 7. Educational Qualification:

S No.	Degree (graduation onwards)	College and/ or University	Year
1.	B.Com (Hons)	Maharaja Agrasen College, University of Delhi	2005-2008
2.	MBA (HR & Marketing)	Rukmini Devi Institute of Advanced Studies, GGSIPU, New Delhi	2009-2011
3.	UGC-NET (Management)	UGC	2011
4.	Ph.D.	Haryana School of Business, Guru Gobind Singh University of Science & Technology. Hisar	2014-2018

#### 8. Employment Record (Latest First)

S No.	From [Month	To [Month	Employer Name	Positions Held	No of Years
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	& Year]	& Year]			
1.	1 <sup>st</sup> September 2011	23 <sup>rd</sup> July 2012	B.S. Anangpuria Institute of Technology & Management, Maharishi Dayanand University	Lecturer-Management	2 years 10 months
2	30 <sup>th</sup> July 2012	14 <sup>th</sup> September 2012	Amity University, Noida	Lecturer-HR	2 years 11 months
3	1 <sup>st</sup> August 2014	30 <sup>th</sup> June 2016	Delhi Institute of Advanced Studies, (Affiliated to GGSIPU), New Delhi	Assistant Professor-MBA	2 months
4	13 <sup>th</sup> June 2018	31 <sup>st</sup> March 2021	ITM Business School, Navi Mumbai	Assistant Professor-HR	1 year 11 months

#### 9. Research Papers in National and International Journals

S No.	Title of Paper (Vol and Page No.)	Name of Journal	National/ International	SCI/ SSCI/ SCOPUS/ Care	SCIE/ ESCI/ UGC	Year of Publication	Impact Factor	No. of Citations
1.	Effects of T & D practices on job satisfaction: a study of foreign collaborates operating in India	World Review of Entrepreneurship, Management and Sustainable Development	International	Scopus		2021	1.4	
2.	Social Media as a Tool for Recruitment: A Critical Study	International Journal of Science, Technology and Management.	International	Volume 05, Issue 05, May 2016, ISSN:2349:1529		2016	6.3	
3.	Work-Life Loyalties: A New Outlook for Dual Career Couples	Bi- annual refereed Management Journal Effulgence released by Rukmini Devi Institute of Advanced Studies, GGSIPU, Delhi.	National	December 2014 issue with ISSN No. ISSN: 0972-8058.		2014		

#### 10. Research Papers presented / Published as full paper in Conferences/ Seminars:

S No.	Title of Paper	Name of Conferences/ Seminars	National/ International	Name of Host Institution	Year
1.	Presented and	International Interdisciplinary	International	SERI, West Bengal	2021

	<b>published</b> Consumer Behaviour towards YouTube Advertisements: An investigative study of Indian Millennial in the Covid-19 Era.	Conference on Covid-19: Challenges and Impact on Health, environment, livelihood, and Education			
2.	<b>Presented and Published</b> How entrepreneurs are acting as an influencer on Social Media? A Qualitative Study.	4th International Conference on Marketing, Technology & Society (ICMTS).  Conference Proceedings of 4 <sup>th</sup> ICMTS 2020.	International	IIM Kozhikode	2020
3.	Effects of HRM practices on Organizational Citizenship Behaviour: A study of US collaborates operating in India” in	9 <sup>th</sup> Annual National Conference on Business and Management.  Management Insight-A Glimpse of Contemporary Research, pp 208-223 with <b>ISBN:978-93-84710- 4-8</b>	National	Haryana School of Business, GJUS&T, Hisar	2017.
4.	<b>Presented-</b> Effects of T&D Practices on Job Satisfaction: A Study of Foreign Collaborates Operating in India at the organized by the on Feb 25-26, 2019.	Two-day International Conference on Sustainable Development and Social Innovation in Business (ICSSB 2019)	International	University School of Business, Chandigarh University	2019
5.	<b>Presented-</b> HR Practices in foreign collaborates operating in India: A comparative study of six regions.	10 <sup>th</sup> Conference on Excellence in Research and Education, (CERE 2019)	International	IIM Indore	2019
6.	<b>Presented</b> International Conference	Innovative Trends in Science, Engineering and Management	International	International Conference Centre, YMCA, New Delhi.	2016

7.	<b>Presented-</b> Comparative Human Resource Management Practices: A Review of MNCs and Indian MNCs.	6 <sup>th</sup> National Conference on Business and Management	National	Haryana School of Business, GJUS&T, Hisar	2014
8.	<b>Presented and Published</b> Digitization of Human Resource Practices: An Emerging Trend	Tenth International Conference on Digital Strategies for Organizational Success.  Conference Proceedings of the 10 <sup>th</sup> PIMG International Conference.	International	Prestige Institute of Management, Gwalior.	2019
9.	<b>Presented and published-</b> The Birth of Commonfloor-A Case Study.	4th International Conference on "Innovative Entrepreneurship to Minimize Carbon Footprints"  Conference Proceedings <b>ISBN:978-93-83083-69- 5.</b>	International	Maharaja Surajmal Institute. Janakpuri	2014

#### 11. Sponsored Project/Consultancy :

S No.	Title of Project/Consultancy	Applicants	Sanctioned Amount	Sponsoring Agency	Duration of the project specifying the date of sanctioning
1.	Completed 5 projects on "Multiple Choice Questions" for employee selection tests in the field of HRM and OB.	HR Deptt Faculty members of ITM Business School, Navi Mumbai	INR 1,50,000	Tata Consultancy Services	2 years (2019-2020)

#### 12. Membership of Professional Bodies : None

S No.	Name of the Professional Body	Member/Fellow (Membership No.)	Remarks
1.	Indian Society for Training & Development, Navi Mumbai Chapter	Lifetime Membership	